

Rae Levine

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Summary of Qualifications:

- ★ Seasoned leader and facilitator with experience bringing together people in organizations and communities to address challenges and take action.
- ★ Extensive nonprofit leadership/management and program experience.
- ★ Excellent communication skills, verbal and written.
- ★ Big-picture thinker and results oriented.
- ★ Known for integrity and reliability.

Experience:

Executive Director, Community Land Trust Association of West Marin (CLAM), 2003 – 2010. Led, managed, and implemented all aspects of nonprofit community land trust for affordable housing in rural area near San Francisco. Led growth from start-up to being widely recognized in the community and beyond for exceeding expectations. Role included coordination of volunteer workforce of 20-30, development of membership of 250+, creation of 10 new affordable homes in 5 years in extremely challenging market, raising more than \$2,710,500 primarily in gifts from individuals, for housing creation and organizational operations. See www.clam-ptreyes.org for more on CLAM, including blog chronicling innovative green construction project.

Organization Development Consultant, Rae Levine Consulting, 1988 - present. Designs and guides collaborative change efforts in a variety of nonprofit, public, and private-sector organizations, resulting in significant agreements and action. Plans and facilitates meetings and conferences of all types and sizes, enabling people in organizations and communities to map out their desired futures, solve problems, and resolve differences. Coaches leaders and managers on how to effectively involve people at all levels of an organization in order to plan and implement change. Services include strategic planning, leadership transition, meeting facilitation, team effectiveness, collaborative problem solving, conflict resolution, managing change, non-profit board development.

Senior Consultant, Partner, Managing Director, Project Manager, Interaction Associates, Inc., 1983 - 1988. Provided organization development consulting and training services to corporate, public sector, and nonprofit clients. Served in company management and on board of directors during time of major change. Led (as project manager and chief program designer) production of *Mastering Meetings for Results*, a training program on meeting facilitation and collaboration, including extensive workbook and video.

Program Coordinator, SolarWork Institute, Office of Appropriate Technology, Governor's Office of Planning and Research, State of California, 1980 - 1983. Organized joint ventures of solar energy business owners, community colleges, community-based organizations, and local government agencies to train unemployed workers to be installers of solar energy systems.

Director of Operations, Planning Director, County Program Officer, Central Valley Opportunity Center, 1978 - 1980. Developed and managed government- and foundation-funded programs of over \$3 million/year for farmworkers, including grantwriting. Program areas included: employment and training, childcare, housing rehabilitation, and weatherization.

Publications:

Strategic Planning in Western Grassroots Conservation Groups: Lessons from the Field, Training Resources for the Environmental Community, 2005. Available at www.trec.org.

Facilitative Teamwork 3: Leadership (training program and over 200-page manual), co-authored with Mary Gelinas, produced by Gelinas-James, 1990.

The Emperor's New Clothes – Toward a Dialogue about Telling the Truth in Organizations (presentation and paper), Organization Development Network Conferences (National and San Francisco Bay Area), 1987.

Mastering Meetings for Results (training program and over 175-page manual), Interaction Associates, Inc., 1986. A revised version of this program is still used widely.

Invisible Links to Leadership – Integrating Individual and Organizational Meaning (presentation and paper) co-authored with Mary Gelinas, Organization Development Network Conferences (National and San Francisco Bay Area), 1986.

Professional Membership:

Alliance for Nonprofit Management

Alliance for NM Executive Transition Management Affinity Group

Languages:

Fluent in Spanish, basic French

Education:

Master of Sciences, Human Resources and Organizational Development, University of San Francisco.

Bachelor of Arts, Political Science, Barnard College, Columbia University, cum laude. Includes one semester completed at the University of Buenos Aires, Argentina.

Extensive advanced professional training.